

# Diversity impact assessment

<b>TITLE- Medway Sufficiency Strategy 2023-25</b>
<b>DATE 14<sup>th</sup> Feb 2023</b>
<b>LEAD OFFICER. -</b> James Harman – Head of Children’s Services Commissioning
<b>1 Summary description of the proposed change</b>
<p>This is an updated Medway Children’s Services Sufficiency Strategy 2023-2025 – ‘A place called home’ These builds on the existing strategy published in 2020. The strategy details how Medway Council as the corporate parent will provide and commission the right care and support for children in our care (CiC) and care experienced young people that best meets their needs, a legal requirement. Central to enabling this is that we can provide enough places that our children can call home, with the right love, care and support wrapped around them.</p> <p>The focus of the strategy remains the same, but content has been revised to reflect work already achieved and the changing nature and needs of children and stakeholders working to support them and their families.</p>
<b>2 Summary of evidence used to support this assessment</b>
<p>The Joint Strategic Needs Assessment for Medway (JSNA) was used to provide the background to the strategy. Additional data was extracted from the councils Mosaic system and triangulated with other key data sources and performance information within Medway Council. Where available national and regional data and information was also used to help inform the baseline.</p> <p>Consultation with service providers has taken place and a focus group with Children and Young people is also planned for spring 2023.</p>

<b>3 What is the likely impact of the proposed change?</b> Is it likely to: Advance equality of opportunity for one or more of the protected characteristic groups
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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		x	

# Diversity impact assessment

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
<b>Disability</b>		<b>x</b>	
<b>Gender reassignment</b>		<b>x</b>	
<b>Marriage/civil partnership</b>			
<b>Pregnancy/maternity</b>		<b>x</b>	
<b>Race</b>		<b>x</b>	
<b>Religion/belief</b>		<b>x</b>	
<b>Sex</b>		<b>x</b>	
<b>Sexual orientation</b>		<b>x</b>	
<b>Other (eg low income groups)</b>		<b>x</b>	

#### 4 Summary of the likely impacts

The strategy is aimed at supported some of our most vulnerable young people and families, primarily but not exclusively, children in care. The approach of developing and expanding services aims to be an inclusive approach which if delivered well, will have a positive impact on a number of groups.

#### 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

There are no adverse impacts of the strategy being delivered. There are adverse impacts if we do not progress development of the key areas of the strategy as it could lead to continued health inequality, children being placed away from Medway and support services not being of a good quality and not targeted at the right people.

# Diversity impact assessment

## 6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
N/A		

## 7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence.

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

The recommendation is to endorse the refresh of this strategy and the additional actions that have been added to it that will be implemented over the period 2023/ to 2025.

## 8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

### Director

James Williams

### Date of authorisation

23/02/2023